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EXPERIENCES OF FACTORY ORGANIZATIONS IN THE Kladno COAL FIELD

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The Kladno black-coal field is one of those which did not fulfill its assignments in the first year of the Five-Year Plan. The plan was realized from the beginning of the year to March; from March to the end of July, fulfillment fluctuated around 90 percent. In August the plan was fulfilled 100.6 percent, but in September the figure dropped again to 83.5 percent.

This situation provoked much discussion. At the end of September, representatives of the Central Committee and the kraj committee of the Party, of the Ustredi Dolu (Mine Center), and of the Kraj Miners' Committee met for the purpose of examining the reasons for nonfulfillment of the plan; attention was paid chiefly to the Klement Gottwald mine, which has the most difficult working conditions in the coal field.

The reasons for nonfulfillment were determined as follows:

Space and projection plans were not systematically carried out in the mines. There was poor division of labor; opportunities for improving working conditions and the maintenance of mechanized equipment were not utilized. There was a need for improving the work of technical personnel, increasing safety measures, eliminating lost hours, and using working time properly. Insufficient attention was paid to utilizing suggestions for improvement. Wage policy was not carried out in a responsible manner.

In the organizational statutes of the Party, the tasks of factory organizations are treated as follows:

"The factory organization systematically acquaints the personnel with Party policy; it guides them toward the constant increase of labor productivity; it trains Party members constantly to improve their qualifications and to be an example in their work to all the workers; it strives for the

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proper relationship of Communists to the trade-union organization, which must not be by-passed or replaced by the factory organization; it organizes socialist competition by means of the Communists in the trade unions; it encourages economical operation of machines and their full utilization, eliminates waste-fulness, and takes measures against the waste of national property; it strives for the tightening of working discipline and full utilization of the working day; it notes the good quality of the products of its factory; it assists those who suggest improvements and new working methods, and endeavors to have new experiences and methods transmitted to all personnel; it strives for the improvement of social, health, and cultural facilities for the workers."

It is evident from the above that the elimination of defects in production in the Kladno field, especially at the Gottwald mine, should have been the task of the factory organizations. Why was this not done?

The factory organizations in the Kladno field were not sufficiently organized for their tasks, and were thus unable to assure the required fulfillment of the plan. To be sure, it is difficult to assure full participation of members of factory organizations at meetings and in training courses and the regular activity of cell leaders, in mines where there is alternation of shifts and great distance between places of work. Nevertheless, we have experiences from other fields where these difficulties have been overcome. Liaison between the okres committees and the kraj committee on the one hand, and the factory organizations on the other, was inadequate during the period of nonfulfillment of the plan.

The activity of both factory trade-union groups and representatives of the ROH (Revolutionary Trade-Union Movement) was weak; the Kraj Miners' Committee did not devote sufficient attention to them.

On the basis of these findings, the presidium of the kraj committee of the Party prepared a resolution specifying the tasks and responsibilities of the kraj and okres committees of the Party and of individual Communists on the kraj national committee and the Kraj Miners' Committee. Certain necessary measures were discussed with Communists from the Ustredi Dolu and the enterprise management. It was decided that secretaries of the Party factory organizations be assigned to assist the mines, and that certain cadre changes be made.

The plan was fulfilled 87.8 percent in October and 96.7 percent in November. The activity of Party organizations and trade-union groups increased considerably, especially at the Klement Gottwald mine.

Sectional organizations should be divided according to shifts, and within the shifts according to fields. Committees should plan to meet once weekly. It is necessary to avoid superfluous discussion of objective difficulties, which are generally known, but to consider possibilities of eliminating those obstacles which have been discovered.

Cell leaders should play an important part in mobilizing their groups for fulfillment of production tasks. Meetings of cell leaders should be held regularly. Factory-wide meetings should be held once a month. Joint conferences of technicians and shock workers should be arranged through the Communists in the ROH; this will provide for the exchange of experiences with new working methods.

The authority of those technicians who fulfill their tasks should be supported and increased, while those who deliberately avoid fulfillment of their tasks should be subjected to severe criticism.

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Better utilization of manpower should be achieved through improving and increasing the activity of "comrades' courts" in the struggle against loafing and absenteeism.

The work of the enterprise management must also be improved. The chief technicians should consider not only the problems of manpower and insufficient technical equipment but also their own mistakes. Meetings of mine managers with the enterprise manager must be held regularly, so that the tasks assigned to the mine managers may be controlled. It is also necessary to carry out an inventory of all mines from the technical standpoint in order to ascertain whether machines are where they are most needed. The expansion of surveying cadres is of great importance. Long-term brigade workers must be secured in advance of the departure of those who have finished their brigade period. The management must complete a proposal for a bonus system for technicians; it must also improve its research, because the special conditions in the Kladno field require it.

In accordance with a decision of the kraj committee of the Communist Party, a conference of mining officials, technicians, and representatives of brigade workers from the entire kraj was called in Kladno on 2 November 1949. This conference dealt with the analysis of reasons for nonfulfillment of the plan and with preparation of a short-range plan for assuring extraction to the end of the year. Preparations for "shock weeks" as a major method for assuring production were discussed.

Preparations were made for a shock week on the occasion of Gottwald's birthday. Technicians were summoned to the enterprise management, where organizational and technical problems of the various mines were discussed. Detailed plans for the preparation of the shock week were worked out.

All mines in the field increased their output during the shock week. An outstanding example was the Jirina mine in Libovice, which fulfilled its plan by 130 percent; a year before, it had been condemned to abandonment because it was fulfilling its plan by only about 50 percent. After a new manager took over, the mine was enlarged, and its plan fulfillment was greatly improved.

It is true that in some mines the increased extraction during the shock week was achieved by increased physical exertion, which could not be resorted to permanently. Nevertheless, new working methods which are being tested and which will be transferred to other mines were discovered. Shock weeks in the Kladno field are helping us to reduce the percentage of nonfulfillment of the plan in the first year of the Five-Year Plan. In 1950, however, shock weeks must not be an expedient for fulfilling the plan, but a method of revealing actual capacity and hidden reserves and discovering new working methods. Therefore, our efforts will be directed not toward organizing as many shock shifts as possible, but toward promoting the best utilization of experiences gained.

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